

## Captain's Corner

### Changes to Submarine CO/XO Screening Boards

In September 2002 changes were enacted to the Submarine CO/XO Screening Boards that will be applied commencing with the FY04 CO/XO Screening Board in May 2003. CO screening will shift one year to the right from the current 13-15 YCS to 14-16 YCS and the screening percentages will shift from 20/30/50 percent for 1st/2nd/3rd looks to 30/50/20. XO screening will remain at 9-11 YCS; however, the screening percentages will shift from 20/30/50 to 10/30/60. These changes were approved to provide screening boards with more documented "at sea" performance upon which to base their selections. The tables below summarize the transition plans. Contact your detailer for any questions.

### SUBMARINE SUPPORT INCENTIVE PAY (SSIP)

The FY-01 National Defense Authorization Act provided legislative authority for a Critical Skills Retention Bonus (CSR) for those officers possessing skills considered critical within the Defense Department. The Secretary of Defense has designated Submarine Support as a critical skill. Submarine officers who are designated as "not cleared" for Commanding Officer (CO) or Executive Officer (XO) are highly trained and experienced submarine officers no longer eligible for nuclear officer incentive pays (COPAY and AIB). These officers possess skills that are still needed and which cannot be easily or quickly replaced. Submarine Support Incentive

Pay (SSIP) is designed to retain these officers who are critical to manning submarine support billets throughout the fleet.

SSIP eligibility requirements are:

- On active duty, and thereby entitled to receive basic pay.
- Have not completed more than 25 years of active service (including previous enlisted service) by the end of the term of the contract (Note this requirement of CSR legislation makes SSIP service requirements more restrictive than eligibility for NOIP).
- Currently holds designator 1120.
- Currently serving in paygrades O-4 through O-6. Not eligible until date of promotion to O-4.
- No pending or approved lateral transfer requests, or applications to the Permanent Military Professor Program.
- Medically qualified for assignment to submarine community cognizant billets (1120 and 1000/1050 coded) worldwide.
- In good standing within the community. No pending investigations, punitive administrative actions, DFC proceedings or legal actions in progress or completed.
- Officers must not be currently qualified for the supervision, operation or maintenance of naval nuclear propulsion plants, and therefore not eligible for NOIP.
- Officers who have lost AQDs/NOIP/CONSUBPAY due to refusal of nuclear assignments will not be eligible for SSIP.
- Officers who fail final screening for submarine department head will not be eligible.

SSIP will be available beginning Oct. 1, 2003. Rates will be \$10K for a one-year contract, \$11K annually for a two-year contract, and \$12K annually for a three-year contract. Guidance on application procedures will be promulgated separately.

### XO Screening Transition Plan

Year Group	FY02	FY03	FY04	FY05	FY06	
87	30%	50%				Screening Complete
88	20%	30%	50%			No Changes
89		20%	30%	50%		First YG Affected
90				30%	50%	First YG Under New Plan
91					30%	

Current Plan	Transition Plan	New Plan

## CO Screening Transition Plan

Year Group	FY02	FY03	FY04	FY05	FY06	
87	30%	50%				➔ Screening Complete
88	20%	30%	50%			➔ No Changes
89		20%	30%	50%		➔ First YG Affected
90				30%	50%	➔ First YG Under New Plan
91					30%	

Current Plan	Transition Plan	New Plan

## Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Submarine Junior Officer Detailer (p421C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p421c@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p42	Director/CAPT Assignment	882-3930
p42B	Deputy Director/CO Detailer	882-3929
p421	Head, Submarine/Nuclear Power Assignment	882-3944
p421A	Post Department Head Shore Detailer	882-3931
p421B	Department Head Detailer	882-3932
p421C	Junior Officer Shore Detailer	882-3943
p421D	Junior Officer Sea Detailer/NOIP Coordinator	882-3933
p421E	Accessions/Resignations	882-3934
p422	Head, Nuclear Submarine LDO/CWO Assignment	882-3935
p422A	LDO/CWO Detailer	882-3945
p423	Staff Placement	882-3937
p424/41N	Head, Surface Nuclear Power Distribution	882-3940
p424B	Assistant, Surface Nuclear Power Distribution	225-4192



*Submit Address Changes On-line at*  
**[www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)**